



The job's
yours!

6 effective tips on
**“How to build
rappport in
an interview”**

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You have the right experience for the role and you have got an interview!

Great!

But, have you had interviews where things just haven't clicked with the person you met and you could not quite put your finger on why?

If you don't get off on the right foot in an interview, it can be difficult to turn it around. First impressions and rapport are exceptionally important.

It is easier to get on with someone in an interview if you are enthusiastic about the opportunity and have something in common with them. Doing the following will help you...

1. Do your research

Have you checked their LinkedIn profile? Where have they worked previously, their interests, a contact you might have in common, all give possibilities for finding some common ground.

How you looked through all of the company website and their social media? What has happened in the company recently, have they been in the news? It doesn't have to be too formal, they may have just done a charity event, but again the more you know the easier it is to initiate conversation and start building some rapport.

If you can start doing this before you even reach the interview room, all the better! I interviewed someone a few weeks ago who had done all of that and was asking me about our Hot Air Ballooning we had just done as one of our monthly team prizes, which broke the ice well.



2. Think about the benefits of working there

Do you know **why** you want to work for the company and why you want the job? If you are against candidates with a similar skill set, the role can often go to the person who wants it more. If you are able to articulate to them what you like about the company and why you think the role is right for you (don't forget you need to let them know in the interview why you are right for them as well!!), they are likely to warm to you if you view their environment in a positive light.

How can I make sure they know I'm enthusiastic?



3. Mirror their tone, body language & approach

This can be a learned skill and should always be done very subtly. If someone talks quickly and gets straight to the point when they are talking, they would probably aren't the type that wants long winded answers and would prefer you to be concise. If they are quite formal in their approach, then you should match this, if they are quite laid back, then you can relax a bit (within reason!). You will have a greater chance of success if the interviewer thinks you are "their type of person". These two have probably had a bit of training with this:



4. Ask open questions and LISTEN!

Encourage conversation by asking their opinions and "open" questions. If you are able to repeat back to the interviewer some of the things they have said in a positive way, it shows you have listened and are engaged and on-board with their views.

5. Stay away from any sensitive topics

Topics such as religion or politics are very risky to discuss in an interview, so stay clear!



6. Be nice... to everyone you meet

Sounds straightforward, but the person interviewing you is thinking: "Can I work with this person 5 days a week and could the rest of the team?" If they ask the receptionist what you were like when you arrived (which happens a lot by the way), what would they say about you from your first impression when you walked in the door? One of my clients gets feedback on the person via email before they even come down to reception to meet them! If the person on reception doesn't like you, you could be on the wrong foot before you even meet your interviewer.



Having great rapport with the interviewer won't necessarily get you a job offer, but not having any can rule you out.